Assessment of Technical Personnel

1605. SHRI SIKANDER BAKHT: Will the PRIME MINISTER be pleased to state:

(a) whether it is a fact that confidential Reports of S and T Officers are subjective in most of the technical departments and there is no clear methodology for their normalization in some quantitative manner;

(b) whether the mechanisms of normalization of assessment reports on different or identical in different technical departments; and

(c) what efforts would be made to ensure identical mechanism of assessment of technical personnel in all technical departments?

THE MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS (SMT. MARGARET ALVA): (a) to (c) The Government has laid down procedures for assessment of scientists in S&T Departments under the Flexible Complementing Scheme (FCS). The procedure comprises three components of which evaluation of the Confidential Reports is only one. The other two components are:

— assessment of the scientific contributions through Peer-Review;

— personal discussion by the Assessment Board.

Thus the system is designed to ensure adequate objectivity of the assessment process.

Mobility of Science and Technology Personnel

1606. SHRI SIKANDER BAKHT: Will the PRIME MINISTER be pleased to state:

(a) whether it is a fact that like organised services such as IAS, IFS etc., there is no system of transfer of responsibilities or transfer of location on every promotion of Science and Technology personnel in technical departments;

(b) if so, what steps Government propose to take in the matters; and

(c) what advantages are likely to accrue in terms of indicating objectivity, broader perspective and sense of equal importance to all the areas?

THE MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS (SMT. MARGARET ALVA): (a) to (c) The Scientific and Technical personnel get their promotions under the Flexible Complementing Scheme. Under this scheme, the promotions are given in situ after completion of the prescribed period of residence and fulfilment of prescribed norms. As regards transfer of scientists, it is not nomally linked to promotions. However, whenever the tasks of Government require specific skills or, background of some scientists, they are transferred accordingly. All the scientists are in principle transferable anywere in India.

Opportunities to Work in the Areas of Specialisation

1607. SHRI GOPALSINH G. SOLANKI: Will the PRIME MINISTER be pleased to state:

(a) whether Government are aware of the fact that Science and Technology Officers are not normally given opportunities to work in the areas of their specialisation in technical departments;

(b) whether there is any mechanism to find out in various technical departments the percentage of officers who got opportunities to work in the areas of specialisation during first five years, second five years, third five years of their careers;

(c) what are the specific norms in different technical departments with regard to assigning the work in the areas of specialisation; and

(d) the model of a particular technical department which may be considered the best in this regard?

THE MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS (SMT. MARGARET ALVA): (a) to (d) The Science and Technology officers are recruited in the scientific departments taking into consideration the specialised needs of the organisation. Such officers are promoted in situ in accordance with the Flexible Complementing Scheme. By and large, they continue to work in the areas of their specialisation. It is also to be noted that it is in the nature of Science and Technology disciplines that they undergo rapid changes even over a short period. It is essential for scientists to contribute to multi-disciplinary work. The Government also reviews from time to time the utilisation of the scientists and take corrective action, wherever necessary. The charter and requirements of different Science and Technology departments are not the same and are addressed to meet specific requirements in each case.

Job Satisfaction to S & T Officers

1608. SHRI GOPALSINH G. SOLANKI: Will the PRIME MINISTER be pleased to state:

(a) whether Government are aware of the fact that S and T manpower in Government Departments remain under utilization and stagnant in the long run;

(b) if so, what measures are proposed to be taken to ensure optimum job satisfaction to every S & T Officer in Government Departments;

(c) what are the specific career advancement plans being implemented in different technical departments; and

(d) the morms to ensure uniformity in work distribution and infrastructural support to S&T officers in Government at a particular level?

THE MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS (SMT. MARGARET ALVA): (a) and (b) The S&T officer in scientific departments are recruited according to the needs of the departments after reviewing the tasks at hand and the scientists already in position. In addition, the Government from time to time reviews the utilization of its personnel and takes corrective measures wherever necessary.

(c) and (d) The S&T officers get in-situ promotion after the prescribed and period of residence and fulfilment of prescribed norms. The work distribution depends on the tasks at hand and the background of the Scientists concerned. They are provided with infrastructural support as per requirements.

Contribution of Scientists in Foreign Countries

1609. SHRI GOPALSINH G. SOLANKI: Will the PRIME MINISTER be pleased to state:

(a) whether the scientists on deputation in Indian missions abroad are given decision making power and technical manpower support to utilise their technical skills, if so, the details thereof;

(b) what are the salient contributions of these scientists in different countries in terms of strategic technology cooperation reports and the reports of the Research Cooperation Programmes etc; and

(c) what measures are being taken to set up 'Indian Technology' cell in each Indian embassy, where new Indian Technology could be displayed for two-three months; if so, the details thereof?

THE MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS (SMT. MARGARET ALVA): (a) Scientists on deputation to our